Using Results of a Campus Employee Engagement Survey for Workplace Improvements

BACKGROUND
Engage West! supports the University of West Georgia’s aspiration to become “the best comprehensive university in America—sought after as the best place to work, learn, and succeed!”

UWG EMPLOYEE SURVEY
“The annual Employee Engagement Survey is central to Engage West! A concept borrowed from the healthcare and corporate sectors, the survey serves as the launch pad for the entire initiative and continues as our primary tool for assessing our level of engagement. Predicated on the idea that employee engagement is critical to institutional success, the survey elicits honest – and anonymous – feedback from all employees on seven topics: engagement, leadership (broken into four levels), mission and goals, communication, campus climate, pay and benefits, and work/life issues. In addition to providing meaningful and actionable feedback, the survey results are used to drive engagement improvements for the University of West Georgia.”

https://www.westga.edu/community/engagewest/annual-employee-engagement-survey.php

Action Plan for Workplace Improvements

ACTIVITY
ACTION PLAN DEVELOPMENT
1. Sorting themes and Post-Its
2. Discuss each theme
3. Add suggestions

ACTION
Know and Communicate how all facets of our plan are designed to work together:


UNIVERSITY OF WEST GEORGIA AWARDS
- American Association of State Colleges and Universities
  - 2015 Award for Innovation and Excellence, Leadership Development and Diversity
- University System of Georgia
  - 2015 Chancellor’s Service Excellence Award, Outstanding Institution of the Year
  - 2014 Chancellor’s Service Excellence Award, Bronze

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Shared Governance + Engagement + Accountability = Co-leadership

ACTION
Know and Communicate our Culture!
Engage West!
People ▪ Purpose ▪ Action
- What to do
- Why we are doing it
- What we want to accomplish
Everyone engaged in finding solutions.

Culture of high performance = SUCCESS

Co-leadership + Evidence-based decision making & transparency +